

**Ozark Natural Foods  
Board Meeting Minutes**  
Tuesday Sept 23rd, 2014  
6:30 p.m.

Board Members Present: Joshua Youngblood, Hank Kaminsky,  
Tuesday Eastlack, Colleen Pancake,  
Ben Ozanne, Danielle Dotson, Todd Scarborough

Board Members Absent:

Staff Members Present: Alysén Land, Mike Anzalone

Facilitator: Kathleen Trotter

**Consent Agenda**

(August 26<sup>th</sup>, 2014 Minutes)

- **Motion** to accept the consent agenda was **made, seconded and passed unanimously.**

**Floor Reports**

President's Report:

- Commended board members on the hard work they put in on committees.
- Enjoyed Midtown Music Fest and look forward to seeing this aspect of community building grow.
- September 18 Owner Expansion Forum produced good feedback and conversations and noted that board must respect the time that staff invests when the board has an event.
- P6 initiative has been a topic of many conversations in many places.
- Impressed with a tour of the Apple Seeds Farm and the article about it in the Cooperative Grocers Magazine.

GM Report (Mike Anzalone):

- Budget Planning for 2015 is underway; anticipating Whole Foods opening next year; possibly other competitors moving into area as well.
- Launched P6 initiative education throughout the store. Provided education for staff and information for owners on P6 and its benefits.
- Expansion Space is gutted and empty.
- New Marketing director, Allie McIntosh, was hired in house.
- Committed resources to the non-profit group "Sustainable Urban Mobility" by committing to dedicated parking spaces with use of electric plug-ins.
- Grocery & Health and Wellness departments have been restructured.
- Mike has been helping support the opening of a co-op in Little Rock, Natural State Foods.
- Contacted by Little Rock Realtor about opening a store in the former Whole Foods location.
- Store revenues are up \$250,000 from projections.

**Reporting and Board Decisions**

B.7 Customer Service:

- Report and attachments were sent and reviewed prior to meeting.

- Mike presented the report and answered questions from the Board.
- **Motion** to accept the report was **made, seconded and passed unanimously.**

Bylaw and Policy Committee Report:

- Board met September 10<sup>th</sup> to review the proposed Bylaw changes to date.
- Board will meet October 15th at 6:30pm to continue the reviewing process in preparation to submit questions to counsel.

Perpetuation Committee:

- Committee met and discussed board compensation as a way to help gain interest in serving on the board.
- Will host two dinners next year, March (to solicit candidates) and August (to educate nominees).
- Next committee meeting will be Thursday, October 23<sup>rd</sup> at 12:00PM.

Owner Solutions Committee:

- Discussed with staff:
  - How to communicate Bylaw changes to owners.
  - Strategies to engage owners and connect them with the co-op.
  - Possible outreach opportunities including volunteer opportunities
  - How to provide linkages in the community by partnering with local

businesses

(Seeds that Feed, Feed Fayetteville) etc.

**Discussions**

Apple Seeds Presentation:

- Updated the board with their progress over the last year business plan for 2015.
- Plans for 2015 include continuing the pilot projects and establishing infrastructure in preparation for the next year and opening the farm to regional schools, beyond Fayetteville.
- Proposed ONF sponsor a garden row to create a closed-loop farm system. The crops grown on the row will then be sold at the store.
- Requested \$15,000 contribution for 2015 from ONF.
- Board will make a decision after an email discussion.

Recap of Expansion Ownership discussion:

- Several owners attended the recent forum and brought forth several ideas for the expansion space.
- Significant discussion about the need for a community space.
- Discussed ways to keep ideas coming from ownership.
- Difficult to draw people to an event; will follow up with social media and the ability to leave responses in the store.
- Need to use multiple formats to gather owner information
- Future forum date- December 6

Board Budget:

- Board Treasurer reviewed the current standing of the Board budget, which is on track year-to-date.
- Board budget for 2015 was increased.

- **Motion** to accept budget was **made, seconded and passed unanimously.**

### **Board Policies**

The board reviewed and discussed policies.

D10 - Board Committee Principles- Modified recently; fine as written.

D12 - Board Perpetuation- Modified recently; review the charter regarding the chair position and its authority.

### **Upcoming meeting dates**

- October 28th, 2014

### **Meeting adjourned at 8:40 pm**

#### Owner Comments:

Linda: Reconsider having a member who will run for re-election as Chair of the Perpetuation Committee. *(Addressed by President Youngblood. Board made a specific decision to maintain continuity on the committee while processes are being developed; a member running for re-election will step down when the nomination process is initiated.)*

- Requested information about the Midtown Music Festival costs, and the proceeds to Apple Seeds.
- Questioned the communication process about the Expansion Forum.

Sue: Recommends that store salaries be competitive with Whole Food salaries; may need to post salaries as WF does.

Lynn: Shared ideas about the expansion (also in writing). Many ideas from her daughter after visiting the Taos Co-op. Board received the written report of ideas.

Dennis (via email): Concern that he was asked not to display a "political" (anti-war) sign on the ONF property. Felt that he was educating the public, not being political. Confused by the policy, not clear on this action. *(Mike clarified that there was no prior process; he just showed up at the store. Board agreed that this as an operational issue to be determined by staff. Joshua will respond.)*